



926 S Waverly Rd
Holland, MI 49423
616.355.0479



June 24, 2019

VIA FIRST CLASS MAIL AND
CERTIFIED MAIL RETURN RECEIPT REQUESTED

Mr. Brian Marcotte
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services Division
201 N. Washington Square, 5th Floor
Lansing, MI 48913

Re: **WARN Act Notice - Plant Shutdown – Graham Packaging Holland Plant**

Dear Mr. Marcotte:

This letter is to inform you that Graham Packaging Company plans to cease operations and permanently close the manufacturing plant located at 926 S Waverly Rd., Holland, MI 49423 (the "Holland Plant"). The entire facility will close and the closure will affect all employees at the facility. The expected date of the plant closure is October 23, 2019, but is subject to change based on customer demand and operational issues. The Company provides this voluntary notice, as encouraged by the federal Worker Adjustment and Retraining Notification Act ("WARN Act"). The Company notified the employees the plant closing at meetings held on June 25, 2019.

The expected date of final production and plant closure is October 23, 2019, but some lines will begin to shut down in September. We will begin to lay off employees in September, and we will lay off the majority of the remainder of plant employees around the date of final production. We will notify employees in advance regarding the date of your permanent layoff. We may ask a few employees to remain employed after the final closing date for the purpose of dismantling equipment and assisting with general cleanup.

Since this involves the termination of the operations of the entire Holland plant, we will permanently terminate all 33 active hourly employees and 9 active salaried employees. A complete list of the job titles and number of workers in each job to be affected by this plant closure is attached as Exhibit A. The only exception to this will be for any employee who finds alternative employment opportunities within the Graham Packaging Company plant network.

We will endeavor to make employees aware of open positions at other locations within the Company. All job openings are posted on the Company's website at <http://www.grahampackaging.com/careers>. Employees may submit their resume and letter of interest for consideration if they are interested in an open position. They will receive consideration for employment at other facilities based on their qualifications and work history in Holland. If they are hired to fill a position, they will receive the benefits, pay, and other terms and conditions applicable to the position at the facility at which it exists. They do not have the right to bump into positions at other facilities, but they may apply for open positions.

If you have any questions, please feel free to call me at the telephone number listed below.

Respectfully,

Mike Field

Mike Field
Sr. HR Business Partner
Graham Packaging Company
(610) 329--6748

SCHEDULE A
JOB TITLES AND NAMES OF AFFECTED WORKERS

Job Title	# of Employees	Expected Separation Date
Forklift Operator	4	No earlier than 9/6/19
Maintenance Electrician	1	No earlier than 9/6/19
Maintenance Technician	5	No earlier than 9/6/19
Maintenance Technician I	4	No earlier than 9/6/19
Maintenance Technician II	1	No earlier than 9/6/19
Operator	4	No earlier than 9/6/19
Operator I	2	No earlier than 9/6/19
Operator II	4	No earlier than 9/6/19
Packaging Specialist	3	No earlier than 9/6/19
Process Technician	1	No earlier than 9/6/19
Quality Assurance Technician	1	No earlier than 9/6/19
Quality Inspector	1	No earlier than 9/6/19
Quality Technician	1	No earlier than 9/6/19
Warehouse Spec/Ship Clerk	1	No earlier than 9/6/19
Quality Manager	1	No earlier than 9/6/19
Administrative Specialist	1	No earlier than 9/6/19
Plant Controller	1	No earlier than 9/6/19
Production Supervisor	3	No earlier than 9/6/19
Plant Manager	1	No earlier than 9/6/19
Maintenance Manager	1	No earlier than 9/6/19
Supervisor I	1	No earlier than 9/6/19